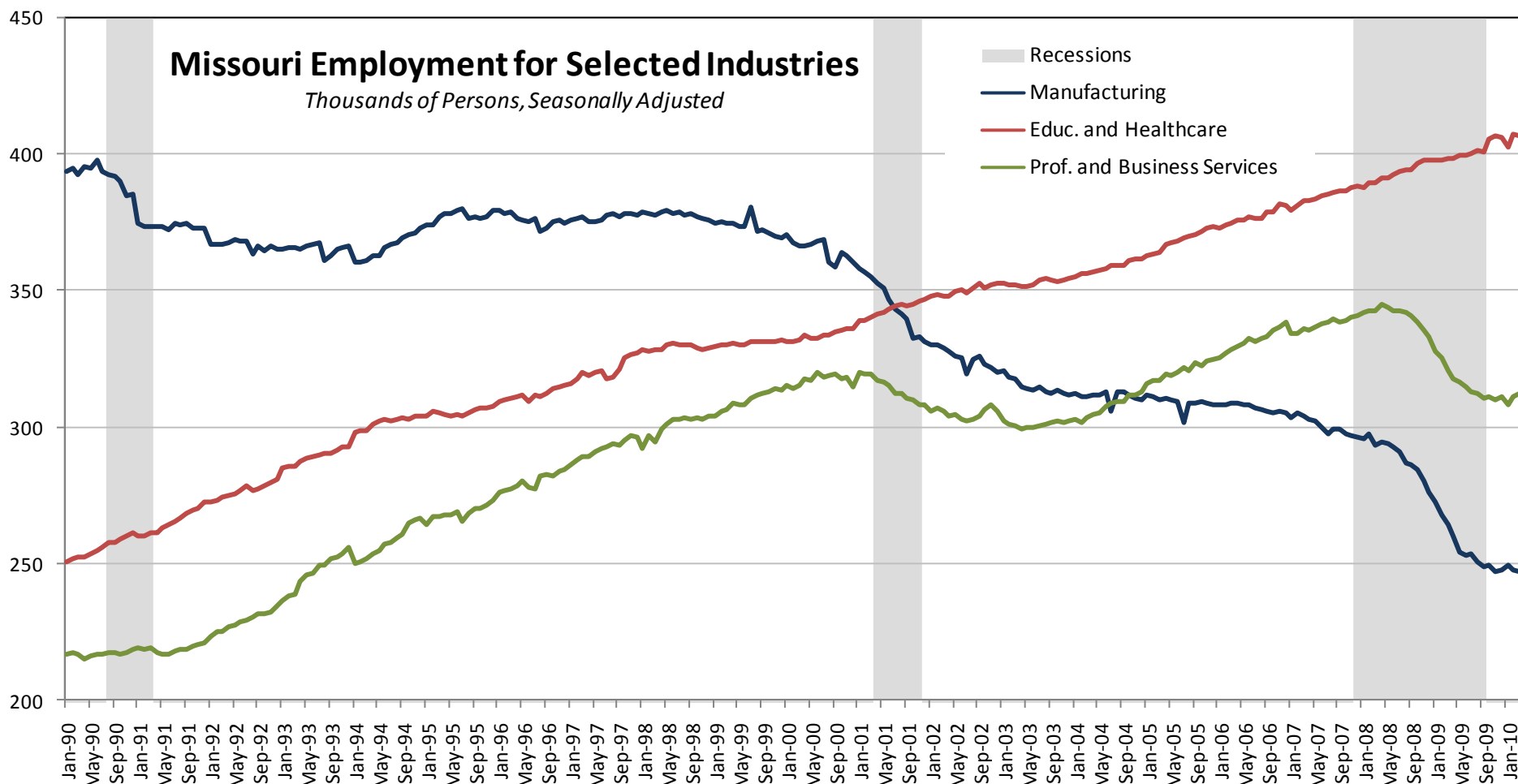


# Outlook for Missouri's Workforce

Mary Bruton | Missouri Economic Research and Information Center | Missouri  
Department of Economic Development

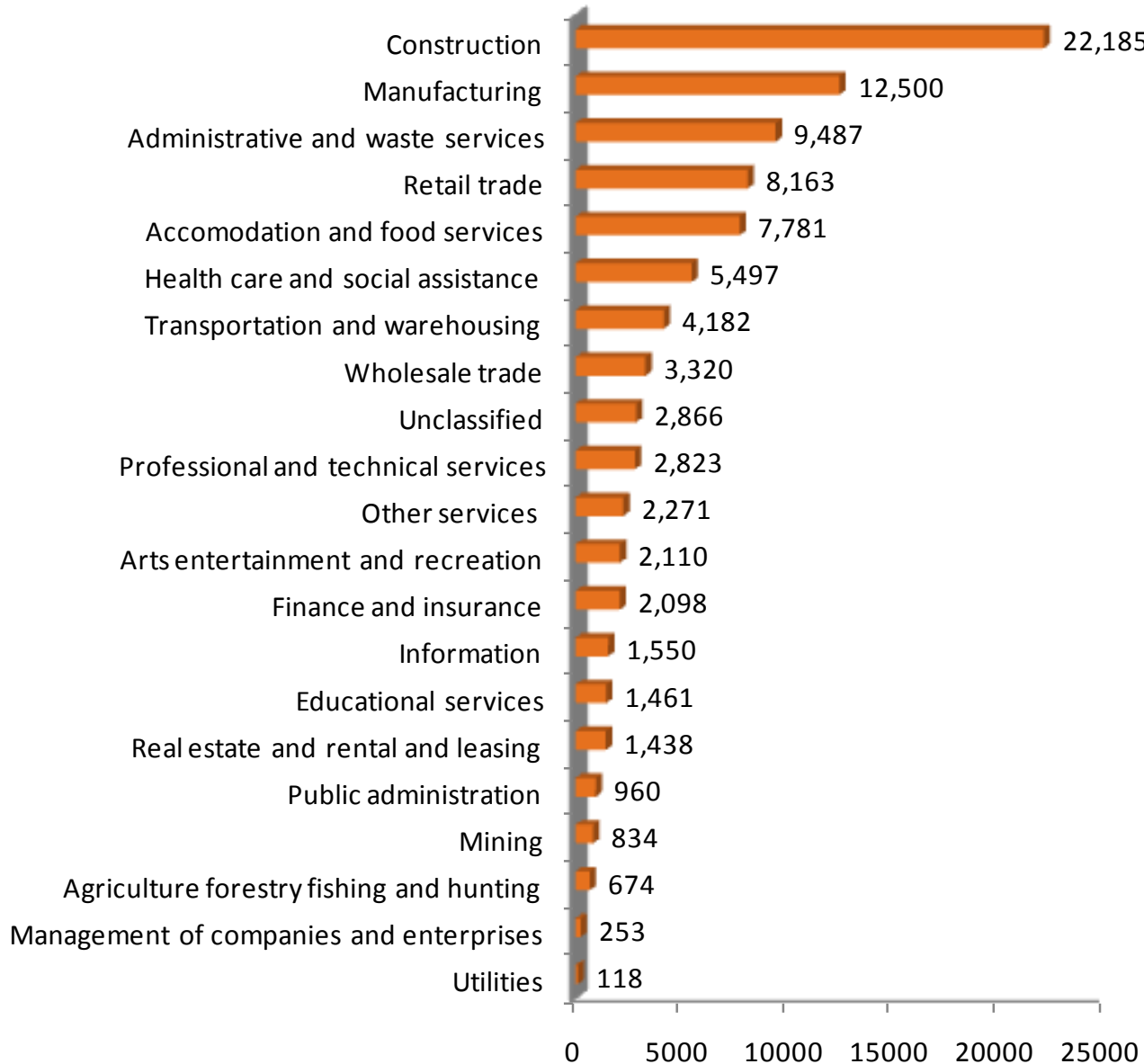


# Shifting Employment Trends



Source: US Bureau of Labor Statistics, Current  
Employment Statistics 1990-2010

# Unemployment Insurance Claims by Industry



Source: MERIC, Missouri Dept. of  
Labor & Industrial Relations

# Long-term Outlook for Missouri

## Fastest Growing Industries

Industry	2008 Employment	2018 Employment	Net Change	% Change
Individual and Family Services	22,020	32,260	10,240	46.5%
Home Health Care Services	15,670	21,890	6,220	39.7%
Other Schools and Instruction	4,300	5,970	1,672	38.8%
Other Ambulatory Health Care Services	4,200	5,820	1,620	38.6%
Child Day Care Services	15,060	19,520	4,467	29.6%
Outpatient Care Centers	10,180	12,990	2,814	27.6%
Scientific Research and Development Services	10,280	12,880	2,600	25.3%
Offices of Other Health Practitioners	12,690	15,810	3,122	24.6%
Management, Scientific, and Technical Consulting Services	9,350	11,630	2,283	24.4%
Offices of Physicians	39,380	47,820	8,441	21.4%
Office Administrative Services	5,410	6,480	1,072	19.8%
Community Care Facilities for the Elderly	9,710	11,600	1,897	19.5%
Other General Merchandise Stores	31,900	37,670	5,767	18.1%
Insurance and Employee Benefit Funds	1,260	1,480	222	17.5%
Used Merchandise Stores	3,520	4,130	618	17.3%
Medical and Diagnostic Laboratories	3,930	4,570	639	16.3%
Medical Equipment and Supplies Manufacturing	4,500	5,220	723	16.0%
Gambling Industries	9,790	11,350	1,559	15.9%
Residential Mental Retardation, Mental Health and Substance Abuse Facilities	12,160	14,050	1,892	15.5%
Community Food and Housing, and Emergency and Other Relief Services	2,790	3,220	431	15.4%

Source: Missouri Long-term Industry Employment Projections 2008-2018, MERIC

# Long-Term Outlook for Missouri

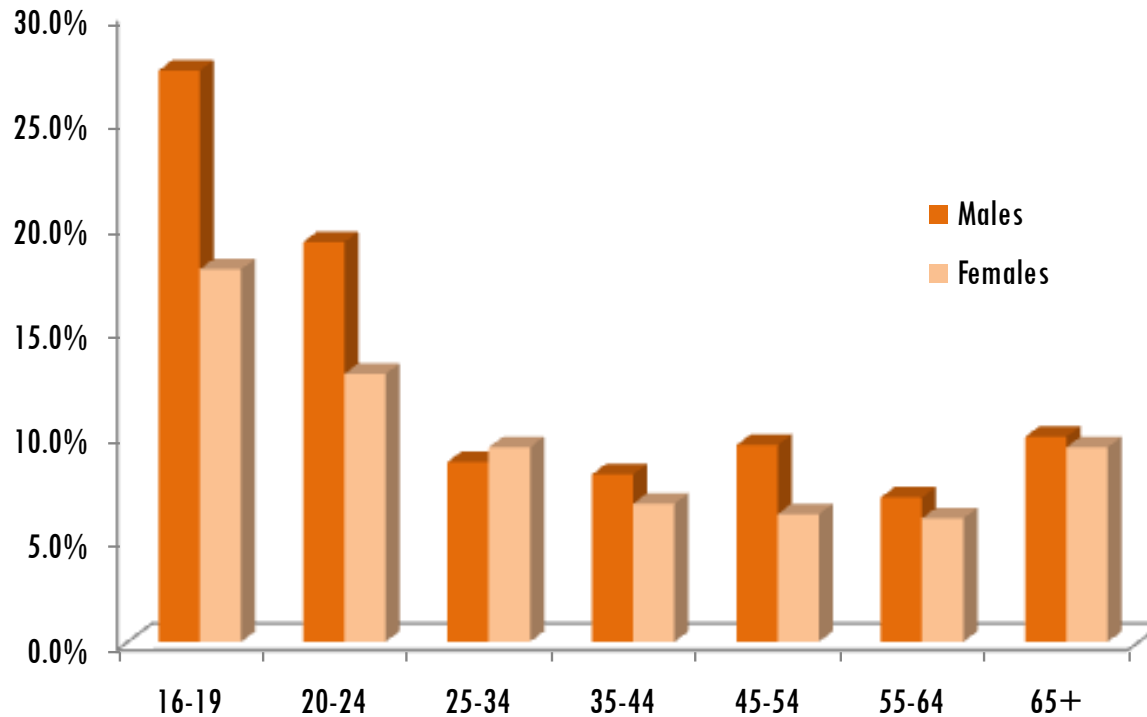
## Fastest Growing Occupations

Occupation	Average Wage	% Change	Growth Openings	Education/Experience Typically Required
Biomedical Engineers	67,180	62.3%	94	Bachelor's degree
Home Health Aides	19,540	49.6%	6,432	Short-term on-the-job training
Biochemists and Biophysicists	63,280	45.0%	126	Doctoral degree
Personal and Home Care Aides	18,710	39.0%	7,080	Short-term on-the-job training
Financial Examiners	80,700	33.5%	226	Bachelor's degree
Athletic Trainers	46,140	33.5%	119	Bachelor's degree
Medical Scientists, Except Epidemiologists	67,090	31.3%	633	Doctoral degree
Network Systems and Data Communications Analysts	74,790	30.2%	1,573	Bachelor's degree
Ambulance Drivers and Attendants	ND	29.0%	53	Moderate-term on-the-job training
Self-Enrichment Education Teachers	35,420	28.9%	1,283	Work experience in a related occupation
Veterinary Technologists and Technicians	27,350	27.3%	295	Associate degree
Pharmacy Technicians	24,560	26.7%	2,819	Moderate-term on-the-job training
Court Reporters	49,310	26.2%	68	Postsecondary vocational award
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	61,940	25.9%	103	Postsecondary vocational award
Veterinarians	71,110	25.9%	330	First professional degree
Personal Financial Advisors	91,280	25.1%	869	Bachelor's degree
Compliance Officers	50,250	24.3%	1,094	Long-term on-the-job training
Preschool Teachers	25,320	24.1%	1,982	Postsecondary vocational award
Physician Assistants	65,590	23.8%	163	Master's degree
Medical Equipment Repairers	42,870	23.1%	212	Associate degree

Source: Missouri Long-term Occupational Employment Projections 2008-2018, MERIC

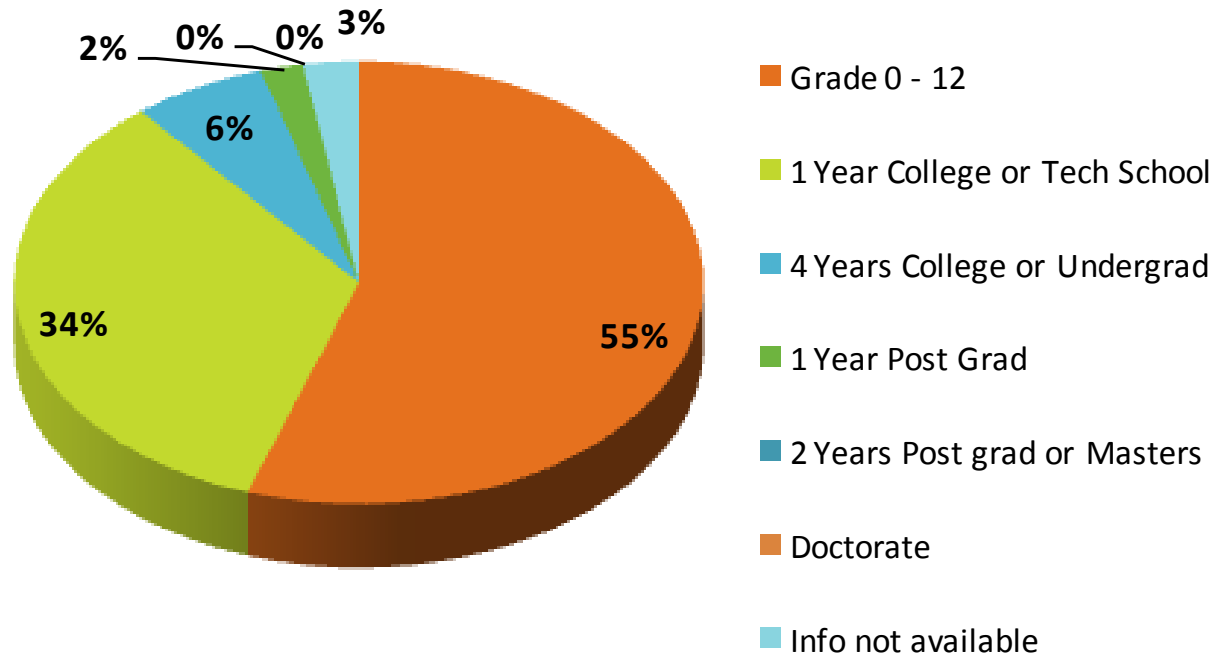
# Generational Impact of Recession

## 2009 Unemployment Rate by Gender and Age



Source: MERIC, US BLS — Local Area Unemployment Statistics

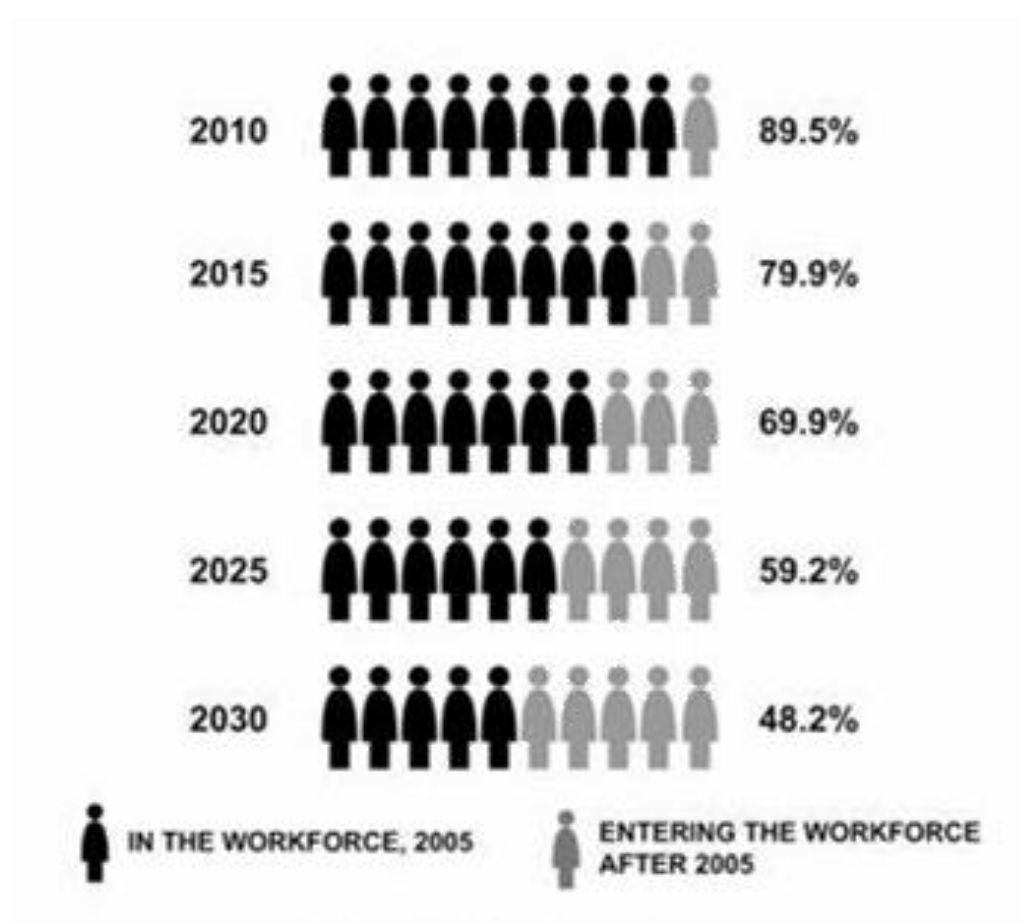
# Unemployment Insurance Claims by Level of Educational Attainment



Source: MERIC, Missouri Dept. of Labor & Industrial Relations

# Shifting Workforce Trends

Percent of Tomorrow's Talent Pool Already At Work

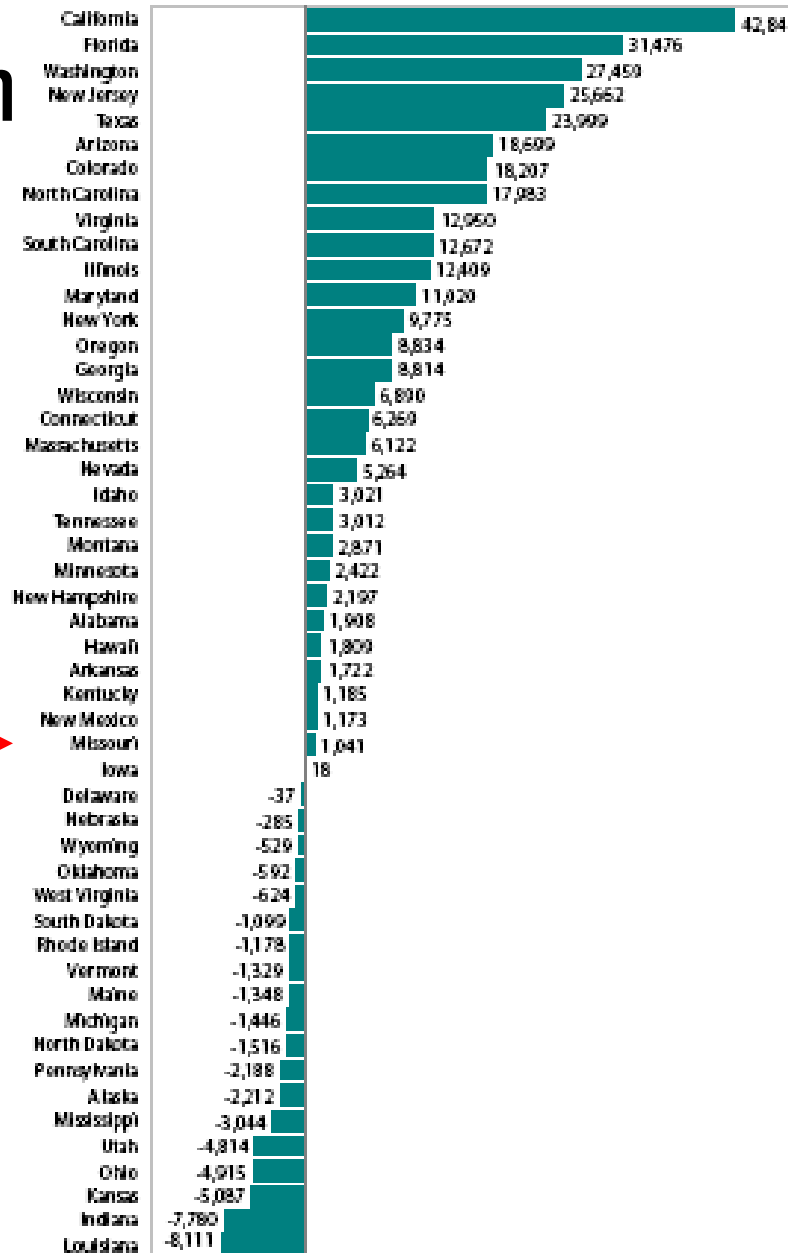


Source: MERIC, US Census Bureau Population Projections



# Talent Attraction & Retention

Net Flow of Population  
Aged 25-34 - Bachelor's  
Degree or Higher



Source: 2005 American  
Community Survey

# Population Trends

## Percent Growth Total Population 2000-2030



Nevada	114.3
Arizona	108.8
Florida	79.5
Texas	59.8
Utah	56.1
Idaho	52.2
North Carolina	51.9
Georgia	46.8
Washington	46.3
Oregon	41.3
Virginia	38.8
Alaska	38.4
California	37.1
Colorado	34.7
New Hampshire	33.2
Maryland	32.6
Tennessee	29.7
Delaware	29.2
South Carolina	28.3
Minnesota	28.2
Arkansas	21.2
Hawaii	21.0
Vermont	16.9
New Jersey	16.5
Montana	15.8
New Mexico	15.4
Missouri	14.9
Wisconsin	14.7
Oklahoma	13.4
Kentucky	12.7
Indiana	12.0
Maine	10.7
Massachusetts	10.4
Rhode Island	10.0
Alabama	9.6
Kansas	9.4
Mississippi	8.7
Connecticut	8.3
Illinois	8.2
Michigan	7.6
Louisiana	7.5
Nebraska	6.4
South Dakota	6.0
Wyoming	5.9
Pennsylvania	4.0
New York	2.6
Ohio	1.7
Iowa	1.0
West Virginia	-4.9
North Dakota	-5.5
District of Columbia	-24.2

Source: U.S. Census Bureau  
Population Projections

# National Workforce Rankings

## Educational Attainment

- % of population with an Associate's Degree or Higher : 39<sup>th</sup> in US
- % of population with a Bachelor's Degree or Higher: 34<sup>th</sup> in US
- % of population with less than a High School Degree: 20<sup>th</sup> in US

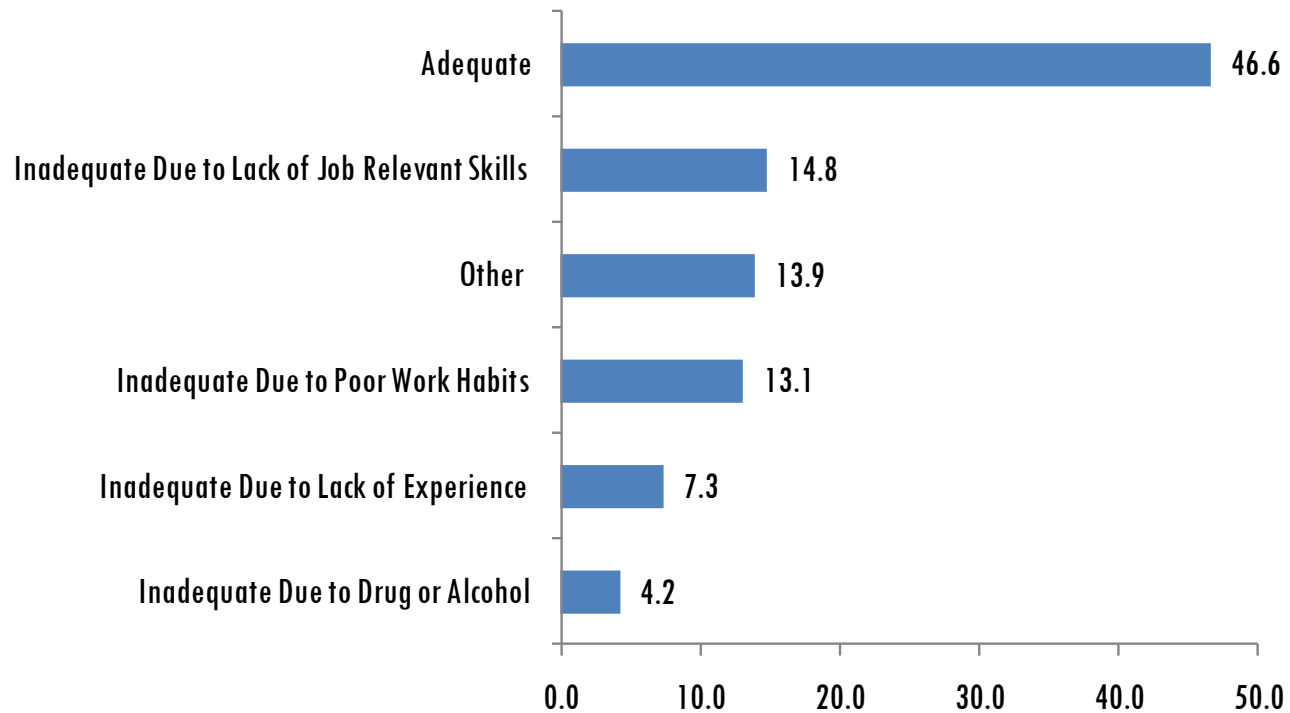
## Educational Assessments

- 4<sup>th</sup> Grade Mathematics Assessments: 25<sup>th</sup> in US
- 8<sup>th</sup> Grade Mathematics Assessment: 23<sup>rd</sup> in US
- 4<sup>th</sup> Grade Reading Assessments : 18<sup>th</sup> in US
- 8<sup>th</sup> Grade Reading Assessments: 18<sup>th</sup> in US

Source: 2009 National Assessment of  
Educational Progress, 2008 American  
Community Survey

# Employer Challenges

## Missouri Businesses Description of Quality of Recent Hires



Source: 2010 Missouri Business Survey, MERIC

# Future Workforce Profile

- Total population is projected to increase by 9.5 %
- Older population groups are projected to increase
- Top employing sectors have most retirements
- 60% of workforce in 2025 is already working
- New technologies will be embedded in nearly every job
- Latino workforce participation is higher than others

# Future Workforce Challenges

- Not enough students and workers with foundational and advanced math and sciences skills
- The percentage of first time freshman enrolled in remedial math and reading classes at Missouri Public Institutions has remained steady at roughly 30%
- Fewer college graduates are attaining a science and mathematics-related degree despite higher demand by industry
- Need to scale up postsecondary education to provide flexible training/certificate programs for worker skill enhancement

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